



FIRST LUTHERAN CHURCH

MAKING DISCIPLES OF JESUS CHRIST
FOR THE TRANSFORMATION OF THE WORLD.

ANNUAL CONGREGATIONAL MEETING
JANUARY 27, 2019 12:30 PM

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AGENDA
ONE HUNDRED FORTY-NINTH ANNUAL MEETING
FIRST EVANGELICAL LUTHERAN CHURCH
Lincoln, Nebraska
January 27, 2019
12:30 p.m.

- I. Call to Order and Establishment of Quorum (Barry Graham, President)
- II. Opening Devotions (Pastor Dan Warnes)
- III. Approval of the agenda (Barry Graham)
- IV. Approval of the minutes and ratification of the actions of the 148th Annual Congregational Meeting on January 28, 2018 (Barry Graham)
- V. Nominations and Elections (Slate Mathes, Nominating Committee chair)
 - a. Congregation Council
 - b. Nominating Committee
 - c. Endowment Fund Board
 - d. Synod Assembly
- VI. 2018 Membership Report (Pastor Warnes)
- VII. Staff and Leadership Recognition (Barry Graham)
- VIII. New Business (Barry Graham)
 - a. Motion to approve the Ministry Budget for 2019 (Brian Niebuhr, Treasurer)
- IX. Old/Unfinished Business (Barry Graham)
- X. Q & A regarding Reports of President, Staff, Committees and Boards (All)
- XI. Open Comment Period (Barry Graham)
- XII. Closing Prayer (Pastor Dan Warnes)
- XIII. Adjournment (Barry Graham)

MINUTES OF THE ONE HUNDRED FORTY-EIGHTH ANNUAL MEETING
FIRST EVANGELICAL LUTHERAN CHURCH
Lincoln, NE
January 28, 2018 12:30 p.m.

- I. **CALL TO ORDER AND ESTABLISHMENT OF QUORUM:**
The 148th Annual Meeting of First Evangelical Lutheran Church was called to order at 12:36 p.m. by President, Steve Eicher. Church members signed in as they arrived. It was determined that a quorum (5% of members) was established. There were 1,010 confirmed members as of December 31, 2017. (5% x 1,010 members = 51 members is a quorum).
- II. **OPENING DEVOTIONS:** Pastor Warnes led the Prayer for the Congregational Annual Meeting that was published in the Annual Meeting packet.
- III. **APPROVAL OF THE AGENDA:** It was moved and seconded that the agenda be approved. It was approved by consensus.
- IV. **APPROVAL OF THE MINUTES AND RATIFICATION OF THE ACTIONS OF THE 147TH ANNUAL CONGREGATIONAL MEETING ON JANUARY 27, 2017:**
It was moved and seconded that the minutes be approved. They were accepted by consensus.
- V. **NOMINATIONS AND ELECTIONS:**
Last year, all offices were listed on one ballot. This year, there was a separate ballot for each office. Steve reminded everyone that if there are nominations from the floor that the nominee should have been notified and that they have agreed to serve.
 - A. Verdell Bohling, Chair of the Nominating Committee, read the names of the Council Nominees (Vote for 5): Judy Bailey, Dawn Brock, Jones Koffa, Rebecca Pfabe, Daniel Robles, Natalie Mares, Gina Seebohm, Pam Sewell, Elaine Kruse, Madalyn Popken and Mike McDannel. No nominations were made from the floor. Steve declared nominations to be closed by unanimous consent.
 - B. Verdell thanked the current Nominating Committee for their work. Members included Brooke Glenn, Bob Rauner, Paul Scheel, Molly Goninan, Jim Sandman and Mitch Snyder. He then read the names of the Nominating Committee Nominees (Vote for 3): Bev DeGeorge, Steve Eicher, Marsha McKinsey, Susan Myren, Lucas Culberston and Neil Simley. No nominations were made from the floor. Steve declared nominations to be closed by unanimous consent.
 - C. Verdell read the names of the Delegates to Synod Assembly Nominees (Vote for 5 – at least 2 men and 2 women): Judy Batterman, Verdell Bohling, Faye Doolittle, Kristi Fisher, Patrick Hayden-Roy, Susan Myren, Kay Rockwell, Rebecca Simley and Daniel Robles. No nominations were made from the floor. Steve declared nominations to be closed by unanimous consent.

- D. Verdell read the names of the Endowment Board Nominees (Vote for 2): Kathy Bangsund, Nick Cordonier, Jon Peppmuller and Kristy Weissling. No nominations were made from the floor. Steve declared nominations to be closed by unanimous consent.

VI. 2017 MEMBERSHIP REPORT

- A. There were 1,234 baptized members as of December 31, 2016, 1,010 of whom are confirmed.

- B. The names of those baptized in 2017 were listed:

Owen Daniel Meyer	Monroe Ranae Long
Elliot Kellyn Mitchell	Maverick Fayne Gross
Jax Tyler Mencil	Sophia Benell Long
Milo Brandon Wiebelhaus	Harper Alivia Mannschreck

- C. The names of those who entered everlasting peace in 2017 were listed:

Bernice Peterson	Thomas Tipton
John Nguth	Shirley Heier
Tom Kaspar	Edwin Miller
Lajeane Price	Dorothy Ekblad

VII. STAFF AND LEADERSHIP RECOGNITION:

Steve asked that all staff and lay leaders that served this year stand up, so they could be recognized and thanked.

VIII. NEW BUSINESS:

- A. Motion to approve the Ministry Budget for 2018 (Matt Peters, Treasurer)

It was moved and seconded that the Congregation of First Evangelical Lutheran Church in Lincoln, Nebraska approve the proposed 2018 Ministry Budget. Discussion followed.

The 2018 Ministry Budget recommended by the Finance Committee is based on total receipts and expenditures of \$1,011,150.

Projected offering receipts of \$997,550 represents a 1.4% increase over 2017 actual results (\$983,384).

Total Benevolence/Serving giving of \$199,510 represents a 20% double tithe of projected offering receipts, with 14% to the ELCA and Nebraska Synod (\$139,657) and 6% to local benevolences (\$59,853).

Program expenses (Worship, Learning and Hospitality/Care) total \$45,490; a 7.3% increase over the 2017 actual expenses (\$42,380).

Support expenses total \$766,150, a .9% increase over 2017 actual expenses (\$759,175).

The motion passed.

B. Motion to contract with architectural firm RDG to develop Contract Documents for First Lutheran Church's building project

It was moved and seconded to contract with architectural firm RDG to complete Contract Documents for various renovations such as entry, worship space, restrooms, kitchen and educational areas; defining barrier-free access, construction/mechanical requirements and facility updates per agreement with FLC Building Committee.

Background: Following the selection of RDG in September 2017 to conduct a professional facility and program review for First Lutheran Church, we conducted an expert evaluation of all existing facilities to identify deferred maintenance and other needs. In addition, conversations were conducted with committees, groups, staff and the congregation to identify concerns, hopes and ministry needs to our facilities in the years ahead.

With overwhelming support from our congregation, this contractual motion is being initiated for RDG to develop Contract Documents entitled, the Work, including labor, materials, equipment, and services required to fulfill their contract as defined below:

- The Drawings are the graphic and pictorial portions showing design, locations and dimensions of the Work including plans, elevations, sections, details, schedules and diagrams
- The Specifications consisting of written requirements for materials, equipment, systems, standard and workmanship for the Work and performance of related services
- Instruments of Service include studies, surveys and models, sketches, drawings, specifications and other similar materials
- The Project is the total construction of which the Work performed includes bidding process management, construction observation and confirmation of plans and specifications during installation by contractors or sub-contractors, in full or in part.

The cost of this action is 8% of the total cost of construction. Current estimated construction costs are \$4,000,000.

Discussion followed.

- Is the \$4,000,000 based on the plans shown last week? Yes, that is an estimate and is by no means final. In the next phase, a general contractor will be brought in who could give a more refined estimate.
- It is not dark in here when all the lights are on. The lights are set on a timer. We can look at other lighting options.
- Is there a minimum we are going to pay if we choose not to go forward? There would be costs for drawings and specifications. We do not know what that number would be.
- If the building costs turn out not to be \$4,000,000, the cost of this action will be 8% of the building costs.
- There was a suggestion to delete the dormers from this project. An opportunity to do that will be available when we get to the more detailed drawings.

- The architectural firm, Council and Building Committee will make a recommendation for a Congregational vote in July.
- The drawings that have been shown are not the final drawings. The process is to get us started. There will be an opportunity for input and modification.
- Additional information will be available in the FLC website, likely under the “resources” link.

The question was called to end debate. A 2/3 majority is needed to proceed with calling the question. The majority agreed that the question should be called and the motion to contract with RDG was approved unanimously.

C. Motion to contract with Walsh and Associates to conduct a capital campaign for funding First Lutheran Church’s building project

It was moved and seconded to contract with Walsh and Associates to conduct a Capital Campaign to determine level of support for FLC’s Building Project initiated with architectural firm RDG.

Background: In September of 2017, FLC selected Walsh and Associates to conduct a Feasibility Study for potential Capital Campaign focusing on accessibility and living out our welcoming statement. Simultaneously with the Feasibility Study, a professional facility and program review was conducted by architectural firm RDG. Both the feedback from the congregation regarding the potential building project and the results of the Feasibility study, indicated very strong support for continuing pursuit of the building project. Feasibility input was gathered from a cross-section of the congregants and much information was determined through many conversations with committees, groups and staff, as well as a congregational meeting on November 19, 2017.

In light of the overwhelming support for the project as demonstrated by the Feasibility Study and group meetings, this contractual motion is being initiated for Walsh and Associates to conduct a Capital Campaign January through June of 2018 in order to determine level of financial support for the proposed Building Project.

The cost of this action is \$49,500 plus administrative and printing expenses (up to, but not exceeding \$35,000). Funds would be withdrawn from finances raised during the Capital Campaign.

We are planning to utilize FLC staff to keep the \$35,000 portion of the costs down.

Discussion followed.

Are we looking at money in the bank and pledges before we proceed any further? Right now, there is \$12,000 in a campaign account. By June, there might be a significant amount of money.

By June 17, we will have the dollar amounts of funds raised.

The question was called to end debate. 2/3 of the majority approved the calling of the question. The motion passed.

IX. OLD/UNFINISHED BUSINESS:

Council had preliminary discussions with a group called Dimensions, an early childhood program. There is a dire need for early childhood education in Lincoln. Dimensions has a group at First Plymouth that is already in place. They have another location at 7700 A Street. They offer scholarships and as many as 30% of the students receive scholarships. There is quality care. They hire the staff and pay the staff. They cover program costs. There is a potential for new members. The childhood program location would cover custodial costs and have a little rental income. We don't believe it is a faith-based program. It is a nationally known program. The chosen location would be supporting a highly respected educational process.

X. REPORTS OF PRESIDENT, STAFF, COMMITTEES AND BOARDS:

The reports are shown on pages 15-40 of the Annual Meeting packet.

Pastor Dan thanked Carla Osberg for recruiting worship assistants and thanked Judy Bailey for working with the new software for worship assistants. He thanked his staff and gave a special thanks to Council and especially Steve Eicher in this year where great leadership was needed.

XI. OPEN COMMENT PERIOD:

A question was asked about the status of the Vicar program. We will have face to face time with a Vicar, they just won't be supervised by us. We would be supporting an intern at the University. The intern would spend time at Southwood, Zion and First Lutheran.

The high school students were thanked for the great spaghetti lunch.

A pitch was given for Waffleman tickets.

ELECTION RESULTS:

Congregational Council 3-year term: Judy Bailey, Dawn Brock, Rebecca Pfabe, Natalie Mares and Mike McDannel

Nominating Committee: Steve Eicher, Marsha McKinsey and Susan Myren

Synod Assembly: Judy Batterman, Verdell Bohling, Faye Doolittle, Patrick Hayden-Roy and Daniel Robles

Endowment Board: Nick Cordonier and Jon Peppmuller

XII. CLOSING PRAYER: Pastor Dan led the closing prayer.

XIII. ADJOURNMENT: The meeting adjourned at 1:47.

MEMBERSHIP REPORT 2018

<u>MINISTERIAL ACTS</u>	
Baptisms	5
Confirmations	12
Weddings	7
Funerals	18

<u>MEMBERSHIP SUMMARY</u>		
	Baptized	Confirmed
Membership, January 1, 2018	<u>1234</u>	<u>1010</u>
Additions:		
Baptized	5	
New Members Received	34	22
Confirmation		12
Return to Active	1	1
Other		1
Total	<u>40</u>	<u>36</u>
Subtractions:		
Deaths	18	18
Transfer	22	17
To Inactive	0	0
Other	<u>26</u>	<u>15</u>
Total	66	50
Membership, December 31, 2018	1208	996

We give thanks to God for the new birth of everlasting life into which each of the following was baptized in 2018:

Walter Robert Schaffer, Cole Troutman, Maya Troutman, Declan Erickson and Jax Warnke

And we give thanks for the blessed rest of everlasting peace, into which each of the following entered in 2018:

Doris Bokemper
 Carl Clopeck
 Clyde Lansing
 Virginia Frerichs
 Marie Backstrom
 Shirley Thomson

Marian Truby
 Nancy Morris
 Nancy Jones
 Deanna Hageman
 Paul Kruse
 Roberta Johnson

Sandra Peeks
 John Fiala
 Sid Culver
 Irmey Smith
 Al Seagren
 Doug Zatechka

MEETING DATE: January 27, 2019

SUBJECT: Fiscal Year 2019 Budget

PROPOSED ACTION: The Church Council of First Evangelical Lutheran Church in Lincoln, Nebraska approve the proposed 2019 Ministry Budget.

BUDGET HIGHLIGHTS: The 2019 Ministry Budget recommended by the Finance Committee is based on total receipts and expenditures of \$990,000.

Projected offering receipts of \$974,800 represents a 0.05% increase over 2018 actual results (\$974,314).

Total Benevolence/Serving giving of \$175,464 represents 18% of projected offering receipts, with 12.6% to the ELCA & Nebraska Synod (\$122,825) and 5.4% to local benevolences (\$52,639).

Program expenses (Worship, Learning and Hospitality/Care) total \$41,454; 0.08% increase over 2018 actual expenses (\$41,422).

Support expenses total \$773,082; 0.64% increase over 2018 actual expenses (\$768,161).

SPONSORS: Brian Niebuhr, Congregational Council Treasurer on behalf of the Finance Committee, supported by the Executive Committee members Pastor Dan Warnes, Pastor Justin Eller, Barry Graham, Kim Hall, Barbara Johnson Frank (in addition to Al Seagren, Steve Janssen and Bryan Hanson, Finance Committee members)

Envelope Receipts History

	# Pledges	Amount Pledged	'Pledged' Amount Received	'Not Pledged' Amount Received	Total Envelope Receipts
2012	262	\$743,846	\$751,052	\$166,134	\$917,186
2013	305	\$812,038	\$808,311	\$106,100	\$914,411
2014	296	\$841,289	\$850,091	\$80,550	\$930,641
2015	257	\$779,318	\$772,617	\$156,119	\$928,736
2016	276	\$809,806	\$813,462	\$128,236	\$941,698
2017	261	\$823,041	\$809,004	\$167,757	\$976,761
2018	261	\$841,380	\$834,239	\$133,450	\$967,689
2019	239	\$786,827	\$786,827	\$181,173	\$968,000 Budgeted

AS OF 1-3-2019:					
	#	2018	2019	Incr / (Decr)	
Pledged 2018 & 2019					
Increases	49	\$157,978	\$173,490	\$15,512	9.8%
decreases	20	\$50,466	\$33,615	(\$16,851)	-33.4%
no change	157	\$567,522	\$567,522	\$0	0.0%
Pledged both years	226	\$775,966	\$774,627	(\$1,339)	-0.2%
Pledged 2019, not 2018	13		\$12,200		
Pledged 2018, not 2019	23	\$50,194			
Pledged 2018, deceased/transferred in 2018	12	\$15,220			
GRAND TOTALS		\$841,380	\$786,827		

**FIRST LUTHERAN CHURCH
2019 Budget**

RECEIPTS	2017 Actual	2018 Actual	2019 Budget
Envelope Receipts	976,761	967,689	968,000
Loose Receipts	6,356	6,380	6,500
Sunday School	267	245	300
Offering Receipts	983,384	974,314	974,800
Misc & Building Use	5,818	7,911	8,200
Thrivent Choice Funds (Fund II transfer if needed)	6,357	7,000	7,000
Other Receipts	12,175	14,911	15,200
TOTAL RECEIPTS	995,559	989,225	990,000

EXPENSES	2017 Actual	2018 Actual	2019 Budget
ELCA & Nebraska Synod Benevolence	147,508	136,404	122,825
<i>% of Offering Receipts</i>	<i>15.00%</i>	<i>14.00%</i>	<i>12.60%</i>

Benevolence / Serving	2017 Actual	2018 Actual	2019 Budget
Vicar Program (1/2)	3,618	-	-
World Hunger	8,000	8,000	6,500
LWR Disaster Relief	500	500	500
BackPack / Food Bank	6,300	5,400	5,189
Lutheran Food Pantry	1,500	1,500	1,000
Bread For The World	500	500	500
Global Mission in Action (GMIA)	4,000	3,000	500
Lutheran Family Services	3,800	3,000	3,300
Matt Talbot Kitchen	1,500	1,451	1,500
Fresh Start	2,500	2,000	1,700
Tabitha / Meals on Wheels	5,000	3,385	3,500
Prison Ministry / Bridges To Hope	2,800	2,250	1,750
UNL Lutheran Center	4,000	1,000	500
UNL Capital Campaign	-	20,000	20,000
UNL Intern Support	-	5,000	5,000
Nebraska Campus Lutheran Ministries	1,000	1,000	700
Hunger & Clothing Discretionary Fund	1,478	473	500
Benevolence / Serving: Total	46,496	58,459	52,639
<i>% of Offering Receipts</i>	<i>4.73%</i>	<i>6.00%</i>	<i>5.40%</i>

<u>ELCA / Nebraska Synod, Benevolence / Serving</u>	<u>194,004</u>	<u>194,863</u>	<u>175,464</u>
<u>Grand Total % of Offering Receipts</u>	<u>19.73%</u>	<u>20.00%</u>	<u>18.00%</u>

FUND II Benevolence Giving 12 mos 2018	
Food Pantry / World Hunger	\$ 3,964
Lutheran Family Services	\$ 2,365
Kicks for Kids (cash)	\$ 2,080
Noisy Offerings	\$ 1,170
Pastor's & Soc Min discretionary fund	\$ 2,800
BackPack program	\$ 7,130
Endowment fund	\$ 3,890
Gifts of Hope	\$ 8,475
Advent & Lent meal donations	\$ 1,176
Other	\$ 1,884
	\$ 34,934

	2017 Actual	2018 Actual	2019 Budget
Worship			
Devotional Materials	278	244	250
Worship Supplies	6,115	6,274	5,200
Celebration/Speakers	-	150	-
Music Honoraria	1,150	850	800
Worship Decorations	43	-	50
Music/Choir	2,692	3,460	3,400
Music Conferences/Workshops	510	500	500
Organ/Piano Maintenance	763	1,890	1,500
Choir Fellowship	156	150	150
Drama Ministry	-	75	-
Worship: Total	11,707	13,593	11,850
% of Offering Receipts	1.19%	1.40%	1.22%

	2017 Actual	2018 Actual	2019 Budget
Learning			
Early Childhood	-	671	750
Elementary	2,805	2,603	2,600
Middle School	1,751	3,021	3,700
High School	10,367	7,359	7,200
Adults	1,095	615	950
Library & Media	279	279	279
The Lutheran	4,018	3,941	3,975
Advocacy	-	-	50
Creation Care	12	100	100
Learning: Total	20,327	18,589	19,604
% of Offering Receipts	2.07%	1.91%	2.01%

	2017 Actual	2018 Actual	2019 Budget
Hospitality / Care			
Hospitality	7,196	6,323	6,250
Stewardship	1,280	1,148	1,150
Fellowship	250	250	250
Funeral Lunches	(186)	46	100
Stephen Ministry	1,270	1,497	2,000
God's Work Our Hands	536	(24)	250
Hospitality / Care: Total	10,346	9,240	10,000
% of Offering Receipts	1.05%	0.95%	1.03%

Support	2017	2018	2019
	Actual	Actual	Budget
Compensation	448,355	463,370	472,500
Pension/Health Insurance	137,588	132,712	132,160
FICA Payroll Tax	37,396	37,819	38,767
Continuing Education	4,750	5,000	5,000
Pastors Professional Expense	468	275	400
Staff Professional Expense	150	190	300
Vicar Program (1/2)	3,618	-	-
Staff Hospitality	722	591	500
Staff Development	709	297	300
Conferences/Workshops (staff)	1,587	1,924	2,000
Synod Assembly (non-staff)	1,734	1,877	1,900
Auto & Travel	10,998	11,390	11,350
Call Relocation	3,717	-	-
Postage	3,029	3,047	2,850
Background Checks	16	640	150
Office Supplies	5,945	5,097	5,250
Banking Fees	1,357	1,711	1,800
Communications	3,698	2,704	2,500
Printer Expense	5,737	6,651	6,600
Computer Needs	3,406	1,289	900
Insurance	18,239	17,738	18,300
Utilities/Telephone	32,159	42,129	34,455
Janitorial Supplies	1,883	1,858	2,000
Repairs & Maintenance	18,012	16,279	12,000
Maintenance Reserve Fund	7,500	6,000	5,000
Mortgage Transition Fund	-	-	9,900
Service Contracts	4,634	3,653	3,700
Lawn Care/Snow Removal	1,768	3,920	2,500
Support: Total	759,175	768,161	773,082
% of Offering Receipts	77.20%	78.84%	79.31%

TOTAL EXPENSES	995,559	1,004,446	990,000
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TOTAL RECEIPTS	995,559	989,225	990,000
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	2017 Actual	2018 Actual	2019 Budget
RECEIPTS LESS EXPENSES	-	(15,221) DEFICIT	0

**\$9,966 transferred
from Fund II Maintenance
Reserve**

**\$5,255 transferred
from Fund II undesignated
member gifts**

CASH FLOW PROJECTIONS for MORTGAGE TRANSITION FUND

Last updated: 1-8-2019

	Actual 2018	Budget 2019	Projected 2020	Projected 2021	Projected 2022	Projected 2023	Projected 2024	Projected 2025	Projected 2026	Projected 2027	Projected 2028
RECEIPTS											
% Change In Receipts	\$ 989,225	\$ 990,000	\$ 999,900	\$ 1,009,999	\$ 1,050,097	\$ 1,050,699	\$ 1,082,220	\$ 1,114,686	\$ 1,148,127	\$ 1,182,571	\$ 1,218,048
		0.08%	1%	1%	2%	2%	3%	3%	3%	3%	3%
Dimensions Early Childhood Income	\$	\$	\$ 8,000	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000
TOTAL RECEIPTS	\$ 989,225	\$ 990,000	\$ 1,007,900	\$ 1,033,999	\$ 1,054,097	\$ 1,074,699	\$ 1,106,220	\$ 1,138,686	\$ 1,172,127	\$ 1,206,571	\$ 1,242,048

EXPENSES											
% Change In Expenses	\$ (989,225)	\$ (999,596)	\$ (1,019,588)	\$ (1,039,980)	\$ (1,060,779)	\$ (1,081,995)	\$ (1,103,635)	\$ (1,125,707)	\$ (1,148,222)	\$ (1,171,186)	\$ (1,194,610)
		1.05%	2%	2%	2%	2%	2%	2%	2%	2%	2%
Mortgage Payment from Operating Budget	\$	\$	\$ 19,496	\$ 29,997	\$ 41,204	\$ 31,521	\$ 21,644	\$ 11,147	\$ (23,784)	\$ (23,556)	\$ (35,029)
		2%	3%	4%	4%	3%	2%	1%			
% Reduction in Benevolence	\$	\$	\$ 13,000	\$ 13,000	\$ 13,000	\$ 13,000	\$ 13,000	\$ 13,000	\$ 13,000	\$ 13,000	\$ 13,000
			2%	2%	2%	2%	2%	2%	2%	2%	2%
TOTAL EXPENSES	\$ (989,225)	\$ (989,596)	\$ (989,591)	\$ (999,584)	\$ (1,019,575)	\$ (1,050,474)	\$ (1,081,990)	\$ (1,108,345)	\$ (1,137,778)	\$ (1,206,215)	\$ (1,241,685)

BUDGET SURPLUS	\$	\$	\$ 9,900	\$ 18,309	\$ 34,315	\$ 34,572	\$ 24,225	\$ 24,230	\$ 342	\$ 349	\$ 356
Estate Distribution rec'd November 2018 (used \$ for Mortgage Transition Fund)	\$	\$	\$ 13,000	\$	\$	\$	\$	\$	\$	\$	\$
Mortgage Payment from Mortgage Transition Fund	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
MORTGAGE TRANSITION FUND BALANCE	\$ 13,000	\$ 22,900	\$ 43,209	\$ 75,524	\$ 110,046	\$ 134,271	\$ 158,501	\$ 128,966	\$ 91,092	\$ 68,757	\$ 58,475

CALL TO WELCOME
Capital Campaign Receipts
Three-year 'soft' capital campaign extension
(goal = 40% of original campaign)

	\$ 1,104,221	\$ 654,405	\$	\$ 239,568	\$ 50,125	\$	\$	\$	\$	\$	\$
	\$	\$	\$	\$ 182,000	\$ 363,500	\$ 363,500	\$ 182,000	\$	\$	\$	\$
Monthly mortgage payment	\$ 13,511	\$ 10,777	\$ 9,065	\$ 7,244	\$ 5,548	\$ 4,810	\$ 4,810	\$ 4,810	\$ 4,810	\$ 4,810	\$ 4,810
Total mortgage payments for the year	\$ 162,132	\$ 129,324	\$ 108,780	\$ 86,928	\$ 66,576	\$ 57,720	\$ 57,720	\$ 57,720	\$ 57,720	\$ 57,720	\$ 57,720
- Principal for year	\$ 52,228	\$ 43,629	\$ 38,430	\$ 32,161	\$ 25,796	\$ 23,421	\$ 24,528	\$ 25,686	\$ 25,686	\$ 25,686	\$ 26,899
- Interest for year	\$ 109,904	\$ 85,695	\$ 70,350	\$ 54,767	\$ 40,780	\$ 34,299	\$ 33,192	\$ 32,034	\$ 32,034	\$ 32,034	\$ 30,821
- Principal Pre-payments	\$ 518,110	\$ 292,244	\$ 304,845	\$ 276,572	\$ 115,424	\$	\$	\$	\$	\$	\$
	\$ 680,242	\$ 421,568	\$ 413,625	\$ 363,500	\$ 182,000	\$ 57,720	\$ 57,720	\$ 57,720	\$ 57,720	\$ 57,720	\$ 57,720
MORTGAGE BALANCE (end of year)	\$ 2,400,000	\$ 1,829,662	\$ 1,493,789	\$ 1,150,514	\$ 841,781	\$ 700,561	\$ 677,140	\$ 652,612	\$ 626,926	\$ 600,027	\$ 584,000

12/31/2018

FUND II -- ACCOUNT ANALYSIS

		<u>BALANCE</u> <u>12/31/2017</u>	<u>RECEIPTS</u>	<u>EXPENSES</u>	<u>INTEREST</u>	<u>TRANSFER</u>	<u>BALANCE</u> <u>12/31/2018</u>
Housing Fund	Checking Acct	137.44	1,500.00		0.02	-1,500.00	137.46
	Money Mkt Acct	3,300.44			7.48	1,500.00	4,807.92
	Housing Loan - Pastor Eller	13,000.00		-1,500.00			11,500.00
Designated Fund	Checking Acct	-1,775.10	92,326.38	-102,932.43	0.20	18,000.00	5,619.05
	Money Mkt Acct	138,046.64			269.91	-18,000.00	120,316.55
Memorial Fund	Checking Acct	1,005.16	4,290.00	-9,371.72	0.01	4,500.00	423.45
	Money Mkt Acct	29,294.74			66.44	-4,500.00	24,861.18
Flower Fund	Checking Acct	325.18	2,230.67	-1,714.56			841.29
	Money Mkt Acct	1,716.37			3.90		1,720.27
Music Fund	Checking Acct	721.61	6,850.00	-7,191.50	0.06		380.17
	Money Mkt Acct	2,243.92			17.67		2,261.59
Youth Fund	Checking Acct	1,645.74	8,707.59	-13,845.58	0.05		-3,492.20
	Money Mkt Acct	14,519.57			33.38		14,552.95
Capital Campaign Fund	Checking Acct	8,399.88	1,103,839.12	-331,925.73	1.61	-767,100.00	13,214.88
	Money Mkt Acct	13,235.15			753.02	767,000.00	780,988.17
	Mission Investment Chkg Acct	0.00			0.19	100.00	100.19
Maintenance Reserve Fund	Checking Acct	80.03	6,578.00	-10,381.00	0.04	7,000.00	3,277.07
	Money Mkt Acct	53,828.92			120.12	-7,000.00	46,949.04
Sabbatical Fund	Checking Acct	371.64					371.64
	Money Mkt Acct	10,881.09			24.73		10,905.82
Ministry Initiative Fund	Checking Acct	1,056.47			0.03	-500.00	556.50
	Money Mkt Acct	11,594.13			26.35	500.00	12,120.48
Fair Trade Fund	Checking Acct	2,073.18	3,151.65	-2,837.91	0.07		2,386.99
Seminary Scholarship Fund	Checking Acct	12.05		-6,000.00		3,000.00	-2,987.95
	Money Mkt Acct	12,732.27			27.02	-3,000.00	9,759.29
		<u>318,446.52</u>	<u>1,229,473.41</u>	<u>-487,700.43</u>	<u>1,352.30</u>	<u>0.00</u>	<u>1,061,571.80</u>

Annual Report of Council President

This has been a very active and exciting year. We started the year by selecting Walsh and Associates as our capital campaign contractor and RDG as our architects for our building project. Both of those choices turned out to be solid decisions. Though there were some “challenges” with the “Walsh process” we were very successful in raising 2.7 million dollars in pledges. RDG has been diligent in the pursuit of a building design consistent with the vision of the Building Committee. RDG will be deeply involved in our project through it’s completion. We also chose Hampton Enterprises to be our general contractor. Though we are early in the construction process Hampton has been a very participatory and responsive partner. All-in-all the Council and the Building Committee have been pleased with our partners and with the progress we have made to improve the accessibility and design of our church home. We have also been thrilled with the responsiveness and positive attitudes from our membership. The Congregational vote in July to spend 3.98 million dollars for our project without any contention or a single negative vote was stunning.

The construction project was, of course, not our only activity this year. As you will recall we have organized ourselves around three themes; Learning, Worship and Service. Our “Life Long Learning” mission continues to grow and evolve along an exciting path through the diligent work and guidance of our staff and our committed members. From FaithTrek to senior high youth program, to Adult Forums, to Bible Studies our church is bubbling with learning opportunities. Our worship services and opportunities are also evolving and growing. It could not be missed that we are having an increasing number of participants and instrumentation in music for our services. We have been blessed with the addition of Sunni at the pulpit. We are continuing to serve our community both within and outside our walls. We continue to support Meals-on-Wheels, Matt Talbot, Stephen Ministry, Lutheran Food Pantry, Backpack program, Quilting, Immigrant/Refugee Support and the list goes on. We have even started an English learning program for our new members and visitors from other cultures.

Some other major events that have occurred include the start of 150th Anniversary Committee to plan for 2020. We converted our Endowment Fund from locally managed investments to the ELCA Investment Fund. We updated our Safe Sanctuary Policy and Emergency Management Plan. We had AED training and active shooter training for our ushers.

If there is ever a question of what’s happening in our church please explore the website we try to include all of our activities and events. This is a vibrant faith community and I feel honored to have had the opportunity to serve as your council president. Thank you.

Barry A. Graham

2018 Annual Report of Pastor Dan Warnes

What a difference a year makes! 2018 will go down in First Lutheran history as a year of many accomplishments.

Capital Campaign

In January of 2018 we began the first major Capital Campaign at First Lutheran in 20 years. It was entitled, "Called to Welcome." The purpose of the campaign was to raise funds that would enable us to make our facility more accessible and welcoming. To guide the campaign we secured the services of Walsh and Associates Fundraising. They led us through an intensive campaign that resulted in pledges totaling \$2,785,236.51 over the next three years. (The Feasibility Study conducted by Walsh in December of 2017 predicted we would raise between 2.5-3 million dollars, and guaranteed we would raise 2.5 million). The great success of the campaign is due to the Campaign leadership team and the dozens of volunteers who assisted with the campaign. Members of the Leadership team are: Campaign Chairs: Lee Rockwell, Advance Gifts; Barb John Frank, Kim and Todd Hall, Community Gifts; Donice Kaspar, Prayer; Cindy and Terry Lander, Hospitality, Jennifer Wemhoff, Youth and Children; Becca Simley, Communications; and Tyler Mainquist, Creative Giving. I want to especially recognize Bryan Hanson for his work as a Capital Campaign staff support person. *Thank you for your sacrificial gifts to our "Called to Welcome" campaign.*

Building Design

The Building Committee continued to work with the architectural firm, RDG, to develop solutions to make our facility more accessible and welcoming. These solutions were presented for review to the congregation in November of 2017 and again on January 14, 2018. At the Annual Meeting of the Congregation the congregation voted to secure the services of RDG and move ahead with the Schematic Design of the project.

Momentous Decision

At the conclusion of the Capital Campaign on June 15, 2018, and, after the Building Committee had developed a final design with RDG, the Congregation Council decided to bring the project and its funding plan to the congregation for a vote on July 29. The preliminary cost to complete all facets of the project was estimated to be 3.998 million dollars. This information was presented to the congregation for review on July 15 and 22.

On Sunday, July 29, at 12:30pm, two motions were presented to the congregation for approval. The first was to approve the Building project itself at the cost of 3.998 million dollars. The second was to approve funding for the project. Each motion was read, seconded, and the opportunity for discussion was given. And then, each motion was unanimously approved by a voice vote. This unanimity in spirit suggested to me that our project is being guided by the hand of God.

Safety and Security

Thanks to our Emergency Action Planning team. They created protocols for emergencies. They uploaded these contingencies into our CRISIS GO app. They held training events in the use of our AED machine and CPR. In a second training they allowed ushers and staff to upload the CRISIS GO app and provided Active Shooter training. Thanks to our Emergency Action Task Force for providing us with this extensive plan.

Discipleship-Worship/Prayer, Learning, Serving

Thanks to our amazing staff and volunteer leaders for helping continue to develop resources and action plans that help us become better disciples.

150th Anniversary

First Lutheran will celebrate its 150th Anniversary in 2020. Several committees are at work to prepare for this historic celebration. At the present time we are planning a Building Project Dedication and a celebration of our 150th Anniversary on the weekend of April 25-26, 2020.

Endowment Fund

Our present Endowment Fund Committee is very knowledgeable in the areas of investment strategy and accounting practices. However, we may not always have the luxury of such expertise. So, moving our endowment funds under the management of the ELCA Investment funds was a wise and prudent decision. Thanks to our Endowment Committee for the extra effort this year. They include: Linda Bogenreif, Jon Peppmuller, Al Williams, Peggy King, and Nick Cordonier.

Staff

This is the first year since I arrived in 2013 that the staff who served with us at the beginning of year is the same staff serving with us at the end of the year. This stability on our staff is a great gift to the congregation given the changes in our programming and the proposed changes to our facility.

Thank You

Marianne and I thank you for joining us in ministry. I am indeed proud to serve this congregation. Thanks also to our caring and supportive staff, my teammates. And, special thanks to our Council, Executive Committee, and especially Congregational Chairperson, Barry Graham, for their guidance and support.

Your brother in Christ,
Rev. Dan Warnes

2018 Annual Report of Rev. Justin Eller

THANK YOU!

All I can say is, “WOW...what and incredible year!” Ministry and life at First Lutheran Church is alive and vibrant and on the move! I cannot believe how fast 2018 went, but I am immensely thankful to God for all of you. I am honored to serve you and walk with you as one of your pastors. I remain grateful for the amazing team I work with everyday. God has blessed First Lutheran with a hard-working and visionary staff who has fun together. So, thank you, thank you, thank you and may God continue to bless you all!

MINISTRY

Learning: This area continues to be a large portion of my current ministry portfolio.

- 1. Lifelong Learning Plan Task Force (LLPTF).** It is with great joy that I can share that we have a first official draft of the “Framework for Transformational Learning: A Lifelong Learning Plan” done! It was presented to the LLPTF at our December meeting. Our next phase is to take it from its current form as a pedagogical and methodological philosophy and theology of learning and make it usable. Two new friends joined the LLPTF: Early Childhood & Elementary: Emily Dorsey, *Jennifer Wemhoff*, Deacon Sunni Richardson; Middle School: Natalie Mares, Sharon Hardel; High School: Slate Mathes, *David Schmitter*; Adults: Patrick Hayden-Roy. This continues to be a stellar team to work with and I am excited to see how we will share the newly drafted learning plan.
- 2. Middle School Learning (MSL) and High School Learning (HSL).** Spring 2018 had me still regularly writing weekly lesson plans in collaboration with Natalie Mares. Thank you Natalie! During the summer, I gathered a group of educators for MSL who crafted a scope and sequence for the 2018-2019 year based on our continued development of “relationship spheres.” HSL educators and a youth gathered to plan their topics for the year as well, ensuring there would be a balance of topics. Sharon Hardel now manages the weekly coordination of lesson and teachers. Thanks Sharon! Many thanks to all teachers and facilitators for your great partnership and courage to continue on this experimental journey.
- 3. Confirmation = Dinner + Learning (D+L).** Sharon Hardel has been a great asset to this program and I appreciate her collaboration! I spent a large portion of the summer creating the online platform and website now used for all Dinner+Learning assignments. There are now weekly assignments that invite confirmands and their parents to engage in conversations about faith and continue to build their relationship. This 2018-2019 year, is the second in this experimental model and Sharon works with the parents while I am with the students. We now have 3 young adult mentors partnering with me to make small group activities possible. We held an “entrance retreat” for 7th graders and an “exit retreat” for 9th graders. In 2018, there were 12 students confirmed in October.
- 4. 2019 High School Accompaniment Experience Orientation.** I will be participating in this experience next year, so I’ve already begun their primary pre-trip orientation for our youth and adult chaperones. We intentionally focus on the ELCA’s Accompaniment Model of mission engagement and the history and context of Puerto Rico (where we will serve) so that we understand how to serve appropriately and in a healthy, responsible way.

Serving:

1. **AMMPARO- Guardian Angels.** I, along with 12 others from First Lutheran were trained to be juvenile immigration court observers to ensure that the migrant minors receive a fair trial and are accompanied spiritually in the courtroom. As a co-coordinator of the Synod's AMMPARO Task Force, I co-facilitated the second Guardian Angels training in September. We continue to partner with Immigrant Legal Center pro-bono lawyers in Omaha.
2. **We Are Church For the Sake of the World.** I serve as co-chair on this final working group for the Synod to keep before us the reality that we are indeed a church formed and called for the sake of the world. We are working on creating quarterly resources (newsletters and podcasts) for liturgy, bible studies, conversations, Christian education and faith formation.
3. **Micah 6:8.** I serve on the Synod's Micah 6:8 Team (a combining of the Global Mission, World Hunger, and Justice Committees) to help congregations in the synod identify, wrestle with, and address social issues facing them in their local context.
4. **Faith Coalition of Lancaster County (FCLC).** I currently serve as the Assistant Treasurer for Donor Relations on the board of this important organization that strives to build stronger relationships within the ecumenical and interfaith communities. This year I've been partnering with the Forgiveness Project planning team.

Worshipping-Praying:

1. **Spiritual Direction.** I began a working with a Spiritual Director in Omaha to journey with me through continued personal spiritual growth and development.

2019 GOALS

- Continue regular preaching, presiding, facilitating Bible studies, teaching, pastoral care of hospitalized and homebound, learning, shepherding two New Member groups
- Continue overseeing the lifelong learning process
- Create a parent-teacher guide for the Framework for Transformational Learning: A Lifelong Learning Plan, begin the process of implementation of across learning areas, and provide ongoing support to educators and students
- Begin exploring a broader expression of Adult Christian education and discipleship formation
- Participate in the High School Accompaniment Experience to Arecibo, Puerto Rico
- Continue exploring the intersections of: Christian education, critical thinking/consciousness, relationship, linguistic relativity, discipleship formation, and lifelong learning

FAMILY

Kari, Everette and I are blessed to call you friends and family. We thank God and you all for letting us make our home with you. I am grateful beyond words for my two main loves, Kari and Everette, for the joy they bring into my life, for their constant support, and for their reminder of what's important in life.

Abrazos grandes (big hugs),
Pastor Justin Eller

First Lutheran Church – Annual Staff Report for 2018

Sunni Richardson, Deacon – Director of Discipleship

If I had a few more tech skills I would be able to make one of those clever word art pictures to tell you about 2018. But alas, my attempts to create, save and copy are not working so you get to use your imagination and create your own word art image as you read this report.

FaithTrek – *Learning, questions, prayers, stories, discoveries, accompaniment, grace and God loves you forever.* Writing our own curriculum as we go has been a blessing as it allows us to easily adapt to happenings at First Lutheran and the world. Staying on top of 5 lessons a week is tricky but it seems to be working (most weeks). I am thankful for parents that ask their children questions, push them to share prayers and utilize the program tools we provide families. I am thankful for a team of Guides that are eager to grow with the children and guide their learning with love. Goal for 2019 - engage a support team to help with supplies, prep work and curriculum writing.

Adult Lifelong Learning – *Variety, undoing, reconstructing, questions, small group, books, care and community*

There are so many opportunities for adult to continue their Christian education/learning at First Lutheran. Bible studies, book discussions, conversation groups, storytelling, presentations, women's Circles and coffee talk. I am thankful for the lay leaders who continue to keep learning groups organized and moving, and pastors who lead weekly Bible studies. Goal for 2019- expand our adult learning offerings and/or do a better job of inviting as we strive to be a congregation filled with individuals committed to lifelong learning.

Serving – *Food, shoes, local, global, disaster, justice, accompaniment, relationship, new friends and eye openers.*

First Lutheran has a history of serving and reaching out with time, energy and dollars and we will continue serving with the ELCA and local agencies. The growing edge is learning to practice true accompaniment, which requires us to see the "others" as our neighbors and engage in the ministry of ordinary places. I am thankful for all of the dedicated team captains that provide a welcoming environment and needed training that allows others to participate in the various serve projects of First Lutheran. Goal for 2019 – create a serve watchdog group that is continually seeking to see ways God is at work in the world and how we can best be the hands and feet of Christ locally and globally.

Spirituality – *Prayer, silence, music, Spirit led, workshops, aha moments, scripture, study and experiment*

As Lutheran we continue to be head vs. heart driven. We tend to slid into being academics instead of settling in and wrestling with God's call to be still. Workshops, retreats and prayer services can provide opportunities to learn spiritual practices, but learning to listen to the Holy Spirit requires commitment on behalf of the individual. Goal 2019 – develop, with others, an intentional plan to equip, encourage and engage faithful disciples to move beyond checking off the "God Box" after Sunday morning worship and taking the time to engage in spiritual practices on a daily basis.

Me – *Books, learning, unbinding, discoveries, challenging, practicing, praying, storytelling and wonder*

Thankful for time and work at First Lutheran Church and partnership with so many amazing disciples. While I am not a New Year's resolution person, I do use this time for reflection. And, being a strategist I do enjoy dreaming, visioning and planning for the days to come with new learning and adventures. Goal 2019 – Be me! Clean my house. Simplify. Always remember the Light shines in the darkness and darkness cannot overcome it!

Shalom – Sunni - Child of God

Director of Worship and Music, Masako Bacon

Through the Lord's year of 2018, Boyd and I counted the abundance of God's blessings at First Lutheran Church for the strong leadership of the pastors, dedication to serve God and the church from the congregation, and just being a wonderful faith community. Adult Choir, Spirit Ringers, and Children's Choirs weekly inspire and make us humble with their faithfulness. Many people who step in to serve as cantors, soloists, Jazz Team, string groups, brass groups, band, and other short-term groups enriched worship in a variety of ways. We are so grateful.

2018 Duties & Highlights

- ◆ Visioning for worship in the future
- ◆ Leading/planning liturgies and music for all congregational worship
- ◆ Advent - Christmas services
- ◆ Lent-Easter services
- ◆ Organ/piano duties
- ◆ Directing vocal, brass and jazz team (Boyd)
- ◆ Directing bell choirs and instrumental ensembles (Masako)
- ◆ Recruiting short-term ensembles/cantors/soloists and coordinating with them (Masako)
- ◆ Writing arrangements for the music groups
- ◆ Managing music library
- ◆ Helping Faith Trek music (Masako)
- ◆ Sound System (Boyd)
- ◆ Supporting and coordinating music assistants Christine Carman, Jan Mares, Erin Niebuhr, Kristina Hanson (Masako)
- ◆ Working with Worship Committee
 - 3 new members joined. Change of the chairperson from Susan Myren to co-chairs, Priscilla Hayden-Roy and Bonita Johnsen
 - ◆ Supporting Altar Guild
 - ◆ Coordinating with Madalyn Popken for worship supplies
 - ◆ Decoration for Advent/Christmas
- ◆ Working with Building Committee
 - Worship spaces and rehearsal room particularly. We are grateful to have expertise from Ryan Luckey for the plan to protect the pipe organ.
- ◆ Wedding and funerals (Masako)
- ◆ Organ/piano maintenance (Masako)

2019 Goals

As we begin the building construction, we seek the most spiritually led worship services for the Activity Center and plan for the sanctuary within this talented congregation who are willing to share their musical and other leadership gifts. Particularly I wish to strive for ways to involve the congregation to participate more actively in the liturgy/worship (rather than staying on the receiving side). I would hope that children and youth find more spiritually comfortable spots in the worship services. I pray that the opening music section of Faith Trek serves as a bridge to more worship involvement with children.

Soli Deo Gloria (To God alone be the glory!)

Director of Youth and Family Ministry End of Year Report

Greetings Members of First Lutheran,

Wow, it's been a wonderful exciting year here at First. I want to thank all who have volunteered as advisors, drivers, meal preparers, and schedulers for activities and nursery throughout the year. I also want to thank parents, youth, staff and members for prayers, open mindedness, and support during my first full year here. I enjoyed the challenges that have been put before me and continue to grow in faith as I see and hear your stories as God's disciples. I look forward to many more years getting to know you and helping you serve Lincoln and beyond!

2018 was a busy year... it contained two accompaniment trips, VBS, Bible classes, starting up a middle school and elementary youth group, helping to lead the parent sessions of Dinner + Learning, Confirmation retreats and managing the Middle School and High School Learning program. I enjoyed participating in Bible Studies, choir and congregational service opportunities such as God's Work Our Hands and Gifts of Hope. These are all great ways to get to know members and the community of Lincoln.

2019 is sure to be another busy year with construction challenges. My hope is to continue growing our middle school and elementary youth group programs and to offer more family ministry opportunities such as "Walking Wet" for preschool age children and parents and additional levels of Bible classes for all ages.

Enjoy photos of my "year in review"!

In Christ's Peace,

Sharon Hardel



Annual Report of the Adult Forum Committee – 2018

Committee Chair: Connie Kisling

Committee Members: Gene Brass, Patrick Hayden-Roy, Jim Kisling, Brian Niebuhr, Lyle Petersen, Sunni Richardson and Karen Statham

2018 Highlights:

- **Topics specific to First Lutheran and Church Community:** Get to Know Sharon Hardel; Usage of Bells/Chimes in the Service; Carol Joy Holling Camp; Retreat and Conference Center; The Evolution of American Christianity, two parts; Lutheran Center Building Campaign and the Intern Program; Healthy Conversations; 4-part series on “Why We Do the Things We Do in Worship”: 1 Gathering and the Word, 2 Worship and Sending, Engaging Worship and Culture, 4 Music in Worship; First Century Christianity – Take A View from the Roman Catholic Side; Caminando juntxs: 2019 Nebraska Synod - Argentina Accompaniment Trip; Hope in the Middle East; A Christmas Topic.
- **Videos:** “*Understanding Understanding*” or “*Forgiveness, Reconciliation and Mercy*”; *I Grew Up in the Westboro Baptist Church – Here’s Why I Left*; Rob Bell DVD, *Rain*; *The Best Christmas Pageant Ever*.
- **A presentation in cooperation with Creation Care.**
- **Health-related topics:** Therapeutic Riding Instructor Helping People with Disabilities Ride and the Therapy it Provides; Parkinson’s Disease; State of Senior Care in Our Community; Pastoral Stories about Dementia Stages.
- **Community-related topics:** What Role Social Media Plays in Everyday Life – Uses and Dangers; Moving from Multicultural to Intercultural, Introduction; Interculturality and its Impact on Our Relationships; Social Statement on Women & Justice; Religious Communities and Impact of Sexual Violence; ADHD, Sensory Issues and Summer Activities to Help These Students Be Ready for School in the Fall; Moral Combat; Domesti-PUPS; TeamMates; Child Advocacy Center; Food Bank Backpack Presentation; Survivor of the Khmer Rouge Genocide in Cambodia; Lutheran Family Services – Refugee Program and the Yazidi’s; Gerrymandering An Election.

2019 Goals are to offer a continuum of learning through a variety of topics that are about service to God and our neighbors. This equips and empowers us with knowledge and skills to be better Disciples of Christ, to help us care for each other and for our neighbors, both here and around the world. These topics help us grow to be a more welcoming congregation.

Submitted by Connie Kisling

Creation Care Team Report 2018

We celebrated Earth Day on April 29th by having a multigenerational event in which we focused on learning about the negative impact plastics have in our world. The children in Faith Trek spent a Sunday creating instruments out of plastic items. These were then used during the big event to accompany songs about our world. The action item was to present restaurants with information about not using straws, which are detrimental to our earth. The Subaru company, and how they are a zero waste company, was the focus of the adult forum.

Our committee is dedicated to improving the recycling effort at First Lutheran. There are recycling containers next to most garbage cans. To ensure a better world, please recycle all possible items (paper, clean plastics, aluminum, tin cans, cardboard, etc.). We have noticed more garbage showing up in the recycling bins.

Motion sensed lights have been installed to save electricity and provide safety in the building.

Goals 2019:

- Provide a congregational Earth Day Celebration April 28
- Increase the congregation's awareness of good stewardship principles as related to creation care and encourage action as a congregation and individually

Team Members: Rebecca Pfabe, Cindy Lilleoien, David Pitts, Jennifer Wemhoff, Steve Lenzen, Steve Janssen, Kim Janssen, Shari Sorenson and Sunni Richardson, staff liaison.

If you are interested in joining our committee (we meet every few months usually), please contact Sunni Richardson.

ANNUAL REPORT OF FIRST LUTHERAN CHURCH
ENDOWMENT BOARD FOR 2018

Committee Members

Linda Bogenreif (Chairperson), Jon Peppmuller (Treasurer), Peggy King (Recording Secretary), Al Williams (devotion/promotions), and Nick Cordonier. Staff Liaison-Pastor Warnes

Investment Change

The Endowment Board's 2017 Annual Report to the congregation noted the Board's intention to move the Fund to a professional investment firm. In 2018 the Board:

- Reviewed investment firms and policies
- Met with Council for input
- Selected ELCA Fund A
 - ELCA Funds are already being used by the Synod and is a known and trusted Fund
 - ELCA Fund A has a policy to select socially responsible investments
 - Distributions are made quarterly back to the FLC Endowment Fund at a rate of 4%. The Endowment Board has the option to change method of distribution to "request only" withdrawals.
 - Fees are 1.04%
- Board re-wrote Policy
- Board presented Policy to Council along with Investment Directives from the ELCA Fund A
- With Council approval Board moved all investments to ELCA Fund A in 2018

2018 Highlights

- Nick Cordonier began his first term
- Congregation supported the Endowment Fund with memorials and honor donations for Memorial Day, All Saints Sunday, and Veterans Day
- Eleven students of the congregations made online applications to the Endowment Board for scholarships; applicants attended a "meet and greet" evening with the Endowment Board

2018 Distributions

Board used 3.5% of the previous 3-year rolling average to calculate the \$13,400 in disbursements for 2018

Education/Scholarships

- Eleven scholarships of \$750 each to First Lutheran church students

Outreach

- Lincoln Lutheran Food Pantry - \$1000
- Faith Partners (Synod Project) to build a program to combat drug and alcohol issues - \$1000
- Pastor's Discretionary Fund - \$1650

Missions

- Federal Chaplaincy - \$500
- People's City Mission - \$500
- Augusta Victoria Hospital - \$500

The Board thanks the congregation for their support

**Final Report of the Global Mission in Action Committee (GMIA)
First Lutheran Church**

A new vision and structure for the organization of First Lutheran Church's Serving Ministries was born in 2018. This restructuring was designed to increase collaboration among serving groups and to encourage a wider variety of congregants to be actively involved.

After a solid run, it made sense for the GMIA Committee to dissolve. In its place, short term task groups capably organized the assembly of several hundred Lutheran World Relief School Kits in November and coordinated a very successful Gifts of Hope Market in December.

2018 GMIA Committee Members were: Kathy Bruggeman, Terry and Karen Clementson, Clay Ehlers, Kristi Fisher, Pastor Mary Jensen, Barb Johnson Frank, Kay Rockwell, Mary Rogge, Sunni Richardson (staff)

REPORT OF THE FELLOWSHIP COMMITTEE

Chair: LuAnn Snyder & Cindy Schuster

Members: Carlene Falos, Judy Batterman, Linda Carlson, Judy Bailey, Ann Allen, Phyllis Frickel, Bill & Carol Tesar, Pat DeWald

2018 Highlights:

Coordinated and served Advent and Lenten meals
Planned and carried out the Annual Easter Egg Hunt
Coordinated and served Easter breakfast
Provided Tailgate party and fellowship for the Saltdogs baseball game
Organized and hosted the Annual Congregational Picnic
Hosted and coordinated Thanksgiving Eve pie and fellowship
Hosted and prepared Thanksgiving and Christmas dinners
Recruited more people to help with events, serving and providing food

2019 Goals Plans

Depending on circumstances regarding the building project we will continue to provide fellowship
- opportunities for members of the congregation – such as the annual events listed above.
Continue to recruit more people to help with events.
Be as flexible as possible so that fellowship events will continue during construction.

Annual Report of Hunger & Clothing Team – 2018

Chair: Karen Lenzen

Members: Linda Bogenreif, Cindy Lilleoien, Sandy Latshaw, Kathy Dickey, , Brooke Glenn, Donice Kaspar, Sunni Richardson (staff liaison)

2018 Highlights

- Renamed the team to better fit with the overall serving ministries restructuring that was undertaken during 2018. It was formerly called LMIA or Local Mission in Action.
- Organized the Food Bank / LPS backpack ministry at Beattie, Pyrtle and Morley elementary schools, serving 47 families in the spring semester and 41 in the fall semester, as Pyrtle reduced their request. Thanks to the many volunteers and donors who made this possible!
- Held a Waffleman fundraiser in February to support the backpack ministry. Almost \$2,000 was raised with lots of good food and fellowship!
- Supported the Food Bank's food markets at Lincoln High School by providing a 3-person team the 4th Wednesday of the month. They assist the patrons in selecting food.
- Promoted donations to the Lutheran Food Pantry including asking patrons of First Friday Jazz to bring non-perishable items.
- Team members again participated in organizing and doing community projects for God's Work Our Hands in September. This is an ELCA wide day of service ministry and those we served provided many thanks.
- CROP Walk – First Lutheran hosted the city-wide CROP Walk in 2018, the first of a three year commitment. Despite a snowstorm the day of the walk, everything went smoothly. FLC had 20 walkers that raised \$2,670, a 40% increase from 2017.
- Monthly Matt Talbot meal served about 1650 meals. We continue to provide a hearty and nutritious meal the 3rd Tuesday of every month.
- Two of our Sunday Meals on Wheels routes experienced turnover, but new families were quickly identified to begin serving in this ministry. This supports our goal of families serving together.
- An in-gathering was held for Fresh Start Home in July. We collected items specifically requested by them in order to support overall daily operations.
- Kicks for Kids – the 3rd year of this ministry to provide shoes and socks to elementary students again broke our previous records. We served children in 8 schools and a Head Start program with a total of 228 pairs of shoes and 1,140 pairs of socks! One young boy was so excited to get shoes that "nobody else had ever worn".
- Presented an adult forum in September with the Food Bank of Lincoln.

2019 Goals:

- Fundraising for the backpack program. Due to construction we will not be able to hold our traditional "Fat Tuesday" Waffleman event. The team is exploring other ideas for a fun event.
- Continue the Food Bank/LPS backpack program and explore additional ways to support the Food Bank's work to reduce poverty in Lincoln through long term initiatives. This would move us more into an accompaniment model for a major issue in our community.
- CROP Walk – We will host this city-wide event for our second year. This provides us good community-wide exposure and can be a great family service opportunity in 2019!
- Kicks for Kids – grow this ministry with a goal of 240 pairs of shoes. Also work towards involving our First Lutheran high school youth.
- Continue serving a nutritious meal at Matt Talbot once a month.
- Look for additional short term serving opportunities to offer throughout the year.
- Continue to support local agencies through service events or in-gatherings of needed items.

Annual Report of Stephen Ministry – 2018

Leaders: Pr. Justin Eller, Karen Statham, Faye Doolittle

Current Stephen Ministers: Bob Dorsey, Kim Janssen, Linda Maack, Mary Rogge, Gay Sutter, Cindy Timperley, Robin Westhoff, Jan Wigodsky.

People who stepped aside during 2018: Tim Maack, Jim Bohl, Sharon Bohl, Jim Kisling, Nancy Stelter and Cyndi Crouse. We are grateful for the care and support they faithfully provided.

FLC started Stephen Ministry ten years ago. We continue to meet regularly with our care receivers, and also meet twice monthly for supervision, support and continuing education. In 2018, we spent time identifying strengths and weaknesses of our ministry. Based on that, we are looking at what is needed to sustain our ministry as we continue to provide Christ-centered care to people who are going through various life challenges. A big thank you to Bob Dorsey for the VOICE articles highlighting the care Stephen Ministers can provide.

We are grateful for the congregation's support and for the people who are willing to share their journey with a Stephen Minister.

Goals for 2019-

- Continue to provide 1:1 care and to grow our 'toolbox'
- Send one or two people to Leadership Training.
Daniel Robles is going in February.
- Recruit, train and commission a new class of Stephen Ministers
- Continue to partner with First Plymouth

Respectfully submitted,
Faye Doolittle

Prison Ministry 2018

We faithfully served two inmates in 2018, providing spiritual, transportation, financial and housing supports. One has been released and is off parole, and has since left the state. One remains at CCCL with a pending release at the end of March. He continues to attend worship and adult forum. Upon the release of our last CCCL inmate prison ministry will have the unique opportunity to determine the new direction prison ministry at First Lutheran will take.

Submitted by Karen Statham

Annual Report of Property Committee

Committee Chair: Norman Kempf

Committee Members: Bob Batterman, Jan Christensen, Richard Drapper, Greg Fisher, Ralph Hayden, John Jenkins, Norm Kempf, Pete Kruse, Rod Johnson, Neil Simley, Jeff Culbertson, Barry Graham and Pastor Dan Warnes

2018 Highlights:

- Tucking west brick wall, caulking of expansion joints on west side of activity center completed.
- EFIS (Stucco) repair on west side of activity center completed.
- Support pillars on west side of activity center were repaired.
- Painted the hall from kitchen entrance to chapel door.
- Completed removal of the oak, east yard, by street and the red bud tree by south wood fence
- Stripes on parking lot were repainted.
- Repair of roof leak in the copy room was completed and all cracked roof tile on the office wing were replaced.
- Deck was removed and material disposed of.
- Spring and fall yard cleanups completed.
- Iron rails were repainted as needed.
- Concrete step by west chapel entrance was repaired.
- Provided assistance by moving material from class room wing to Pods in preparation for remodel/construction.

2019 Goals:

- Contract was let to Stone Brook Construction for the repair of leaks around the windows in the activity center.
- Contract was let to Stone Brook Construction to caulk wall and roof interfaces on the activity center.
- A contract was let to Stone Brook Construction to fix flat roof leaks on the activity center.
- Invite additional members to join the property committee.

Submitted by:

Norman Kempf, Committee Chairman

Lifelong Learning -2018 Annual Report

Committee Chair: Natalie Peters

Committee Members: Emily Dorsey, Jennifer Wemhoff, Patrick Hayden-Roy, Slate Mathes, David Schmitter, Sharon Hardel, Deacon Sunni Richardson, Pastor Justin Eller

Definition of Learning at FLC:

Learning is a lifelong process of and commitment to integral growth in faith. With the help of the Holy Spirit, experience, practice and dialogue lead to change in knowledge, attitudes, and skills. This process equips us to engage the world around us, ask critical questions, and live lives that proclaim the gospel in word and deed.

2018 Highlights:

FaithTrek

- Sunni has continued to create outstanding lesson plans that are more specific to the different age groups. The lesson plans are fun, engaging and educational while targeting the different grade levels.
- We are continuing to have a word of the month, where our students find it exciting and retain what they learn about each monthly topic around the “word”.
- FaithTrek got creative with their “spaces” as the classrooms started moving throughout the building during the building campaign and early phases of the project.
- We have a great group of volunteers helping to lead FaithTrek through the changes and new programming this past year.

Middle School Learning (6th-8th)

- Middle School Learning continues to focus around real life issues based on how they relate to: their peers, God, God’s Word, themselves, family, friends, neighbor and the world.
- While the groups are still adjusting to being in a larger group discussion, this fall was spent with more team building and discussions around our relationship with God to build trust and integrity amongst their peers. The Spring 2019 semester, will continue the discussions on family and neighbors.

Confirmation (7th - 9th)

- “Dinner+Learning” for Confirmation Students and their parents showed promise. They are into the second year, of what will become a two-year rotation, where they will focus learning around worship, liturgy, sacraments and grace to just list a few topics.
- Both the 7th and 9th classes went on confirmation retreats this past fall to Camp Carol Joy Holling.
- We had 12 young people affirm their baptism in October.

High School Learning (9th-12th)

- This past fall, we started having the students pick the lesson topics. There have been discussions surrounding social media, looking into comparisons of different religions, and voting as just a few of the recent topics.
- There has been added structure in the classroom discussion this fall. We have a couple sponsored leaders that rotate into the classroom on a given week in combination of guest speakers from the congregation to help lead the student discussions.

Adult Learning

- Adult Forum continues to maintain good numbers in attendance with positive feedback.
- Non-Sunday morning adult learning and Christian education continue evolving as different groups learn together through book groups, conversations, Bible studies, parent gatherings, among others.

REPORT OF THE COLUMBARIUM COMMITTEE

The committee met twice this past year – April 9 and October 8. We have 112 niches in the Columbarium presently. As of this date there are 77 niches reserved. There are 29 individuals inurned as of this date. There are 35 niches available as of this date. The cost of each niche is \$1,000 which includes the canister for the ashes for each individual, a name plate and perpetual care.

On May 28, 2018, we held a “Service of Remembrance” for all the families who have loved ones in the Columbarium. The service was held in the “Memorial Garden” and was overflowing. Refreshments were served following the service so that families could spend time visiting.

At our April meeting, we recommended to the Church Council that Jan Mares and Kay Rockwell be appointed the committee for three year terms.

On the church’s website there is a link to the Columbarium. It is there that you can find documents to fill out to reserve a niche(s). You will also find a document on the rules for the Columbarium. These documents can be downloaded, filled out and brought to the church office with payment for the niche(s). Or you can contact any member of the committee and they will get you the documents that you will need to reserve a niche (s).

You will also find on the website a “Book of Remembrance”. It includes a page for each individual inurned and their picture. Tom Tiedgen, a member of the committee, is in charge of keeping the book up to date. He has informed the committee that the book is up to date!

The committee consists of six members plus the lead pastor. The members are Dale Bowder, Jan Mares, Dale Ripa, Kay Rockwell (secretary), Tom Tiedgen, Bill Shaner (chair) and Pastor Dan Warnes.

If you have questions concerning the Columbarium, please feel free to contact any member of the committee.

Respectfully submitted,
Bill Shaner, Chairperson

Fair Trade Annual Report - 2018

1. Why has FLC been servicing LWR Fair Trade coffee for 10 years?

- A. It's cheaper.
- B. Farmers get a strong up-front price for their beans.
- C. The income helps farmers feed their families.
- D. 80 cents/pound go to LWR projects.
- E. All of the above
- F. B & C & D

2. Why has FLC been selling Fair Trade products for 14 years?

- A. It's a fundraiser for FLC.
- B. We give our profits to farmers.
- C. We learn how our decisions as consumers affect the farmers.
- D. All of the above
- E. A & B

Hopefully you selected 1. F and 2. C.

There is still work to be done to help small farmers who grow coffee, tea, olive oil and chocolate receive a fair price for their labor and materials but using Fair Trade products is one way we can live out our values to care for others. When farmers learn how to sustainably grow their crop and receive a fairer price, they are able to help their family be fed and educated.

Thanks to Martha Tanner for faithfully writing VOICE articles sharing the impact on farmers and their families when you purchase Fair Trade products. Thanks to Mary Rogge, Linda Sears, Rebecca Pfaber, Lisa Rauner, Bob Rauner, and Sandy Latshaw for helping with sales. Thanks to Sunni Richardson for being the staff liaison and to the congregation for your continued support.

Respectfully submitted,
Faye Doolittle

Annual Report of Stewardship Committee

Committee Chair: Brian Kamler

Date: January 6, 2019

2017 Highlights:

In 2018 it was decided to continue the "Noisy Offering" which encourages children to participate in the offering and allows them to gather coins, makes some noise and see how giving can be fun. This offering will be continued in 2019.

The committee and FLC staff recruited and trained callers once again who reached out to all members who had not responded to Consecration Sunday invitations. This outreach program attempts to make personal contact and invite all members to attend the Consecration Sunday events.

Consecration Sunday was celebrated on October 7th with rolls and juice after the first service and a BBQ lunch after the second service. As usual, we are blessed by having Jeff and Mary Bielenberg prepare the delicious BBQ lunch. And we were also blessed by having other church members who provided desserts and helped with the setup and the cleanup.

Our pledge summary shows that we have 239 pledges totaling \$786,827, which is almost 6.5% lower than the previous year. Over the last several years the pledge totals have increased nicely, however; it was not surprising that pledges decreased this year as members made substantial monetary commitments to the Welcoming & Accessibility Building Project. Pledges for this project were in the amount of \$2,727,726.

The percentage of our members who utilize the Simply Giving program was 34.8% in 2017 and it is on schedule to be 36.9% in 2018. The increase continues the trend toward more automatic giving each year which levels out the cash flow during the year.

2019 Goals:

Continue to tell our story of the ministry within our church and just as important, tell about the ministry outside of our church walls.

Continue to try to increase the percentage of members who use electronic, automated giving to fund our mission.

Continue our annual stewardship appeal, which culminates in a commitment and a celebration that brings us together to break bread with one another.

Continue to focus on reaching out to all of our members no matter what stage of life they are presently in.

Serve Vision Team Annual Report - 2018

The Serve Vision Team includes Brooke Glenn, Kim Hall, Karen Lenzen, Shari Sorensen and Sunni Richardson as the staff representative.

March

- Accompaniment Training 101 was held on March 5, 7-9:00 p.m. This training session was planned for the leaders of the various serve projects and others wanting to grow in their understanding of accompaniment. The training focused on how quickly the “donor-recipient” model can get in the way and limit the ability to build relationships and learn from each other, to find equitable solutions in situations where the distribution of power is not equal.

April

- We restructured the Serve Ministry leg of our discipleship stool. The Local Mission In Action (LMIA) changed their name to Hunger & Clothing to better reflect their work. Global Mission In Action (GMIA) split into the following new groups.
 - LWR (Lutheran World Relief) Task Force, Gifts of Hope Task Force, and Fair Trade Team
 - A new neighbor group formed and includes: AMMPARO, Guardian Angels, and LFS (Lutheran Family Services) resettlement
 - The new English as a Foreign Language (EFL) is grouped with the Learning Ministry
 - Accompaniment Trips to Tanzania and the Holy Land are with the Learning Ministry
 - God’s Work Our Hands (GWOH) will be planned by a separate Task Force

May

- The Serve Team met to outline an agenda for the Serve Leader gathering in August and plan for 2019.

August

- The Serve Leaders (chairs/point people) met August 23, 6:30-8:30 p.m. for some face-to-face time as the Serve arm of First Lutheran Church. Information was shared on the 2019 budget process and deadlines for needs, and how to use the church calendar when planning and scheduling serving events. Kathleen Simley shared the various communication vehicles that the church uses for information, events and telling stories of serve events. Sharon Hardel led the group in a multigeneration conversation about partnering with youth and congregational projects.

Looking ahead, the Serve Team will continue to meet and find ways to bring the serve leaders together throughout the year, continuing to weave the three legs; worship/prayer, learning and serving in deeper ways. A January 2019 meeting has been discussed to review discipleship opportunities that members selected in October.

Submitted by,

Kim Hall

Worship Committee 2018

Co –Chairs: Priscilla Hayden-Roy and Bonita Johnsen

Members: Richard Bouma, Jan Christensen, Molly Goninan, Ryan Luckey, Dick Morris, Ann Nitzel, Carla Osberg, Martha Tanner, Gordon Youngquist

Staff – Pastor Dan Warnes, Boyd & Masako Bacon

Leadership change: Susan Myren resigned as chair. We appreciate her dedicated leadership for the committee.

Sub-ministry

Altar Guild: Molly Goninan – chair

Paraments: Bonita Johnsen & Carol Mason

Worship Supplies Inventory: Madalyn Popken

Wine: Harold Sutter

Bread: Carol Mason

Robes: Gay Sutter

Baptism: Phyllis Frickel

Pew Duty: Chris Snyder (back-up: Cyndi Crouse & Jan Christensen)

Worship Assistant Training: Carla Osberg and Jenna Troutman

Worship Assistant online sign-up: Judy Bailey

Flowers: Molly Goninan, Karen Kuhn

Highlights 2018

* Welcomed three new members to the committee (Ryan Luckey, Dick Morris, Martha Tanner)

* Lenten mid-week services with drama ministry with the script of Pastor Harlan

Heier.

* Holy Week Services

* Building Construction: Some of the members joined in discussions about the sanctuary choir area (new addition) and the square feet needed for music ensembles (bells, bands, strings, etc. as well as choirs) for both worship and storage. A proposal to protect the organ during construction was also discussed.

* Candles: Christmas Eve/Easter Vigil candles holders were worn out, so new holders and candles that fit were ordered.

* Thank you to pastors, staff, all leaders, volunteer musicians who contributed to our rich worship life in 2018.

2019 task/goals

* Establishing Guiding Principles

* Worship in Activity Center during construction

* Preliminary planning for visual arts in new worship space